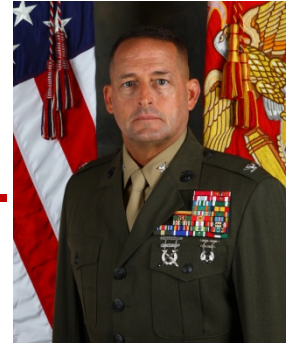




Marine Depot Maintenance Command Commander's Policy Statement on Equal Opportunity



The Marine Corps policy on Equal Opportunity is clear: The Marine Corps will provide fair and equitable treatment for all personnel without regard to their race, color, religion, sex, age, or national origin. We will ensure there is no discrimination on the basis of physical or mental disability or genetic information among our Civilians. I am personally committed to creating an environment of equal opportunity for everyone within MDMC. We will provide a workplace free of discrimination, sexual harassment, and hazing.

This command is focused on providing the operating forces across our Marine Corps with the best maintenance support ground combat & combat support weapons systems available. Our success depends on the patriotism, professionalism, loyalty, intellect, enthusiasm, and character of our Marines and Civilian Marines. We must embrace our core values of Honor, Courage, and Commitment.


I am committed to creating and promoting an open and accessible environment with fair, impartial, and unbiased treatment for all. Discrimination is against the law. There is no room for it in our ranks in any form, including persons condoning, ignoring, or failing to correct sexual harassment, hazing, unfair hiring practices, or any similar activity that is not in the best interests of our people and mission accomplishment. All substantiated cases of discrimination will be dealt with swiftly and decisively.

I expect all leaders to take immediate and corrective action when these injustices occur. We must strive to solve complaints at the lowest level, using the chain of command. For military members, in cases of inappropriate comments or behavior, that are not criminal in nature, the preferred method is through the Informal Resolution System. Civilian Marines are encouraged to use the Alternative Dispute Resolution process. If necessary, formal complaints can be filed via Request Mast or other Equal Employment Opportunity processes. The complaint process is posted on official bulletin boards throughout Marine Depot Maintenance Command. All personnel have the right to report incidents of discrimination, and sexual harassment without fear of reprisal. All reports of misconduct will be taken seriously, promptly investigated, and handled with the utmost professionalism, dignity, and fairness. Whether in Albany, Georgia or Barstow, California, all Marines and Civilian Marines must have an equal opportunity to contribute to the success of our mission while growing and maturing in a professional environment. Every member of this command must be alert to any bias, harassment, hazing, discrimination, to include sexual harassment or any other factor that undermines our efficiency or violates the letter and spirit of the Marine Corps Policy on Equal Opportunity. Developing a high level of trust among all members of the command and developing a "command harmony" throughout every work space that fosters an atmosphere of teamwork should be the ultimate goal of every member of this command!

I know that I can count on all hands to carry out the intent of this policy.

Civilian Marines in Albany should
contact the local EEO office at
(229) 639-5275

Civilian Marines in Barstow
should contact the local EEO
office at (760) 577-6599


Jeffrey Q. Hooks
Commander

Marine Depot Maintenance Command

Military Personnel should contact
the Equal Opportunity Advisor
Marine Corps Installations East -
Marine Corps Base Camp Lejeune
Comm: (910) 451-5372
DSN: 751-5372